BULLETIN

NATIONAL COUNCIL of YOUNG MEN'S CHRISTIAN ASSOCIATIONS of CANADA

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The Co-operative Service for Canadian YMCAs and YMCA-YWCAs 6 Vol. 40, No. 3 — SUMMER, 1967

YMCA MUST MOBILIZE HUMAN RESOURCES

"Problems and Prospects for Decade Ahead" was topic of main consideration as Dr. Richard Hamlin, President of George Williams College, Chicago, addressed the Annual Meeting of the National Council of YMCAs at Geneva Park (June 15-18). He identified some of the major forces dominant in our culture that give rise to conditions, questions, problems, and prospects for the decade ahead. He noted the YMCA's unique ability to be "inter-everything" — a bridge between generations, sexes, races, nations. The movers of power, he said, will be those who can mobilize human resources, and the YMCA is uniquely suited to be the vanguard in this group. *(Copies of Dr. Hamlin's complete text available on request).*

Frank Baker of the National Council YMCAs, England, followed up with reflections on directions the YMCA must take in the next decade.

* * *

▼ Elected—Patron: His Excellency the Governor-General Roland Michener; W. Harold Rea, Honorary President; J. B. Sangster, Honorary Vice-President; R. H. Hoppe, Regional Vice-President for Quebec Province and Ottawa Valley (succeeding W. A. Devereaux); J. F. Girvan, Chairman of Executive Committee (succeeding B. A. MacDougall); W. H. Woodrow, Treasurer (succeeding L. A. Philip); J. M. Magwood, Q.C., Nominating Committee Chairman; D. L. King, Personnel Services Chairman; Alan S. Crawford, Public Relations Chairman; R. C. Field, Transportation Chairman.

ANNUAL MEETING BANQUET HEAD TABLE (l. to r.): Dr. Fred Franklin, Secretary-General of World Alliance YMCAs, Geneva; J. M. Magwood, Q.C.; Dr. Murray Ross, President of York University; M. F. Strong, National YMCA President; L. Vipond, National General Secretary; J. E. Nystrom, Executive Secretary of International Committee of YMCAs, H. A. Ward, retiring from National Council staff; Mrs. Ward; and Stan Blady, West End YMCA, Toronto, and winner of the S. J. Moore award.

▼ Dr. Murray Ross, President of York University, was the main speaker at the Annual Meeting Banquet June 17. Dr. Ross said that the genius of the YMCA lies in its ability to redefine its goals constantly. The tides are favourable for the YMCA now, he said, and it must not fail to seize this opportunity.

▼ Joel E. Nystrom, retiring Executive Secretary of the International Committee of YMCAs (Canada-U.S.A.) became the first American to receive honorary life membership in the Canadian YMCA's National Council.

▼ Arnold Ward, retiring National Council Field Secretary (Central Region), was presented with a bound book of letters from YMCA friends across Canada. He was also named member of the World Council of YMCAs, as well as member-at-large for National Council.

H. E. Roland Michener

W. Harold Rea

J. B. Sangster

R. H. Hoppe

J. F. Girvan

W. H. Woodrow

J. M. Magwood, Q.C.

D. L. King

Alan S. Crawford

R. C. Field

T. M. Mayberry

Dr. H. F. Hall

J. E. Nystrom

▼ Life members of the Canadian YMCA, elected: T. M. Mayberry, chairman of the Board of Firestone Tire, founder of the National Public Relations Committee and Chairman of the Committee of National Advisors; Dr. Henry F. Hall, Principal Emeritus of Sir George Williams College, Montreal, and long-time member of the Executive Committee of the National Council, as well as Chairman of the Certification Committee; and Joel E. Nystrom, retiring Executive Secretary of the International Committee (successor to be Paul Moritz, New York).

▼ J. H. Crocker Physical Education awards:
A Associations—Toronto North York
AA Associations—Galt
AAA Associations—Winnipeg-St. James
AAAA Associations—London

▼ **1968 CONFERENCE**

Several speakers noted with acclaim the upcoming National Conference in 1968. Preliminary plans were laid at this Annual Meeting to insure that this conference will be "truly representative of the constituencies, as well as having a strong emphasis on youth".

▼ Annual Meeting Workshops included sessions on Membership Program vs. Community Projects, Public Relations Techniques, Personal Policies and Salaries, and Association Appraisals.

▼ Recommended salary guide for junior and certified secretaries was endorsed.

▼ Appointment was recommended of a Religious Advisory Council in each Association, including representatives of Protestants, Anglicans, Orthodox, and Roman Catholics. (see page 15).

EXECUTIVE COMMITTEE new members (in addition to new officers and committee chairmen) include E. P. Zimmerman, president of Reader's Digest, and V. Hryhorchuk, executive secretary, Montreal Downtown YMCA; A. Kirkness, president of Gamble-McLeod, and the United Way of Winnipeg; L. Whitehead, publisher, Brandon Sun; W. L. Miller, Occidental Life, London; C. R. Brookbank, Director of Institute of Public Affairs, Dalhousie Univ., Halifax; H. Davis, Pres. of Aluminium Fiduciaries Ltd., Montreal.

TERRY FORTH, Staff Secretary of Montreal's Island YMCA; Marion Roycroft, Regina Hi-Y worker; and Gordon Ball, returned Middle East 'Y' volunteer were speakers at each of the three Annual Meeting devotionals.

Youth Speaks . . .

THE YMCA AS A CHRISTIAN EDUCATOR

NEW DIRECTIONS

Terry Forth spoke on the traditional role of the YMCA as a Christian educator, as a basis for new directions the YMCA should be taking in the present era. When religious pluralism in a secular society is taken into account, he said, it becomes increasingly difficult to clarify its position as a Christian association. There are two possible choices open:

"We can choose to try to adapt comfortably to the changing trends as they are developed by other people—we can perhaps even become more secular and eventually omit the 'C'. Or we can try to direct ourselves on a course that will bring us closer to the cutting edge of significant Christian action.

"We are not a church; we are a social movement. It is not necessary for us to be theologically oriented towards any particular combination of Christian dogma in order to work on the cutting edge.

WITNESS OVERSEAS

Gordon Ball reflected on the YMCA as a Christian educator overseas. He spoke of the YMCA's ideal Christian witness overseas as a positive and active force, rather than a limiting one, or one merely missionary of western culture.

"If we are going to label ourselves Christian, we must know exactly what that means, and our program must reflect that fact. For the YMCA this means a dedicated, committed, and genuine involvement in World Service.

"The world has become too small for us to neglect the world need outside of our country in favour of what is within. It is NOW that the YMCA must have the courage to engage in some serious goal-setting in terms of its Christian responsibility overseas.

"As a world-wide organization, the YMCA is uniquely capable of building a unity of faith and love on the foundation of Christianity, and in a practical and down-to-earth manner. The international field is one in which the YMCA has a unique opportunity to serve its Christian purpose.

PERSONAL TESTIMONY

Marion Roycroft gave a personal testimony on her views of the YMCA as a Christian educator to Canada's youth. She stated that the YMCA is not called to preach the gospel, but rather to serve as a daily witness to the teachings of Jesus. Christianity, for her, must be a deeply personal experience, a motivation from within.

Marion quoted several of her experiences in the YMCA — experiences which were more meaningful to her in terms of her Christian faith than the more superficial aspects.

"Youth looks to adults for examples in living, they read for ideas, they study in church and school for knowledge. But they need, want, and must have a multitude of various experiences that will let them prove to themselves all of the exterior ideas surrounding Christianity.

"If the YMCA can in any way help youth to gain these experiences, it has done a valuable job as a Christian educator for youth.

"Let's put into practice what's in our hearts."

(Abbreviated copies of Annual Meeting devotional statements are being forwarded to all delegates, and are available on request.)

STAFF CHANGES — I. E. Eaton (from North Toronto YMCA), Field Secretary, Central Region (for H. A. Ward); G. S. Ramsay, World Service Secretary; and E. E. Smee, resigning as Program Services Secretary (no successor named).

E. P. Zimmerman

V. Hryhorchuk

W. L. Miller

C. R. Brookbank

R. A. Thrall, Jr.

I. E. Eaton

G. S. Ramsay

FOLLOWING IS YOUR COPY OF THE 1966 ANNUAL REPORT

"new dimensions of challenge and opportunity...

THE YMCA'S

NEW ROLE

IN CANADA'S

SECOND CENTURY

THE CANADIAN "Y" IN 1966 HAD ITS 'UPS' . . .

The number of members in Canadian Associations for 1966 showed a healthy increase of 19,623 (11%) over the previous year.

The age category under 14 years of age continues to increase at a high rate, as does the proportionate number of women members (now 34% of the total).

With the exception of the age categories of both boys and girls 15 to 17 years old, all other membership ranges showed increases.

It is also interesting to note that in 1966 more members with "ages unknown" were reported, indicating that membership records are not being kept with the same care as in previous years.

Working with people in groups is an important method by which Canadian YMCAs and YMCA-YWCA accomplish the purposes of Association work. A continuing increase is noted in the total number of groups (average of 150 per association in 1966).

Camping showed a marked increase in 1966 with 26,334 resident campers and leaders compared to 24,361 in 1965.

Again in 1966, financial statistics revealed that the Canadian YMCA and YMCA-YWCA has experienced tremendous growth. We have increased our investment in plants and equipment by $12,000,000; our total current expenses and current income by over $2,000,000 each and our contribution income by over $850,000.

Trends show increased program activities over the years with less money being spent on club services.

. . . AND ITS 'DOWNS'

It is interesting to note that in spite of the marked increase in the proportionate number of women members, the number of women's groups showed a definite decline, as did mixed adult groups.

Total enrollment in all group activities was down 4%.

Lessons and tests reported given in 1966 were down from 31,821 in 1965 to 28,586 — a decrease of 10%.

Physical examinations numbered only 785 compared to 1,769 conducted in 1965 — a marked decrease of 56%.

Residence service decreased in both number of beds and bed-night occupancy.

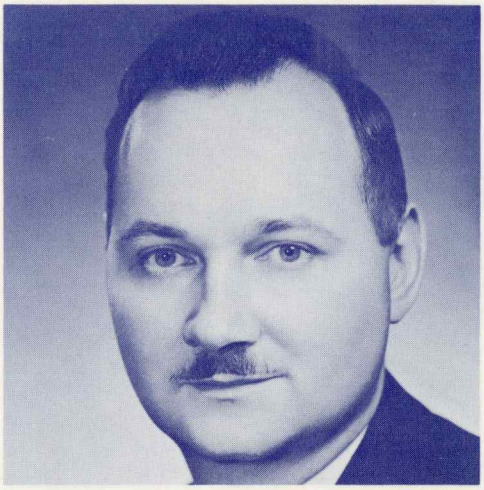
In 1966, 105 Associations reported 16,269 Board and Committee members compared to 98 Associations in 1965 reporting 16,941 — a decrease this past year of 4%.

Our holdings in endowment funds have decreased by 10%; our maintenance reserves have decreased by 30% and our income from investments have decreased 3%.

Total expenditures exceeded total income by $106,500, yet our current deficits are much lower than in previous years — now $276,000 in 1966.

Membership, dues and fees have shown a percentage decline in 1966, but it is interesting to note that program activity has increased.

. . . requiring of us new dimensions of attitude, insight and action"



PRESIDENT'S REPORT

The role of the YMCA in Canadian society must be seen in the vistas which open up before us as we approach the threshold of Canada's second century. Today, changes are taking place on a scale and at a pace which are unprecedented. The YMCA is deeply involved in them. There are a number of principal factors of change which will affect fundamentally the role of the YMCA in Canadian life.

The YMCA is primarily an urban institution and in today's urban society people's lives are to a growing extent being lived within and affected by larger and more complex institutions. In an increasing number of occupations, there is less occasion for direct personal contact. We must devise ways of encouraging and facilitating people to enter into the kind of communication that enables them to develop deeper and more meaningful relationships with each other. One of the greatest challenges of our time is the need to make the organizations within which men live and work more dynamic and flexible, so that individuals can develop and express the best that is in themselves. Here too the YMCA is in a good position to show the way. Its organization is not rigidly structured or authoritarian and its members are free to undertake new programs and activities and to work out their own organizational forms. There are few things that cannot be accomplished within the framework of the 'Y' if members are prepared to take the initiative and responsibility for them.

The proportionate increase in the youth population will be accompanied by a substantial increase in the political power of youth. In turn this will lead to an even greater degree of permissiveness in the attitude of society toward the activities of young people and to their insistence on exercising a greater degree of independence and control of the institutions in which they are involved. Youth is questioning the values and standards on which our society is based. They insist on testing these against their own reason and own experience.

We must accept the fact that in the minds of some of these young people the YMCA is one of the established institutions and, as such, is suspect. We must be willing to expose ourselves to criticisms and ask ourselves searchingly and objectively the extent to which they may have some validity.

The YMCA has recently been carrying out some extremely useful work in the field of "community development". The three-year experimental program in Lanark County, Ontario, the "detached worker" program, and programs for school dropouts are examples of the Y's attempt to harness and direct the community's resources towards the resolution of its problems.

Increasing affluence in our society is accompanied by increasing apathy toward religion and an alarming de-emphasis on man's spiritual development. We face a greater danger from massive unemployment of our spiritual resources than we do from occupational unemployment. The YMCA is in an interesting position in relation to both secularism and ecumenism. It has succeeded in engaging a great many secular activities while surrounding them with an aura, however vague at times, of religious motivation. And yet if we are to continue to play our unique part as a bridge between the secular and the religious and between the denominations of Christianity we must find new and better methods of affirming our Christian purposes and weaving them into our programs and attitudes in ways that are more positive and meaningful.

On the world scene, man's new-found abilities in the realm of space, nuclear energy, and communication have shrunk the size of the world and given it the space dimensions of a single community. Today's young people everywhere are being thrust into a world in which they must think internationally; they must develop a world outlook and a feeling of direct communication and involvement with their contemporaries throughout the world if they are to deal successfully with the common problems which confront them. There must be institutional mechanisms to enable them to accomplish this. The YMCA is uniquely suited to this role. It is a fellowship which unites people in common purposes, common programs and most of all a common commitment to principles which transcend local and national loyalties. We must be more aware of the world dimension of our movement. We should use our unique resources as a world movement with its roots in 12,000 communities around the world to create programs and activities which enable our young people to enter into direct and meaningful relationships with their counterparts around the world. Our new approach to World Service should facilitate this.

The growing role of Government in many areas of our society challenges the YMCA in areas in which we have been traditionally active. We must be prepared to take the initiative in establishing our relationships with new government agencies. It is not

(Continued on page 12)

GENERAL SECRETARY'S REPORT

In 1966 we virtually completed the roster of the National Staff as called for in the Reorganization Manual. With the completion of our Program Services staff the possibility of our moving ahead with the interpretation, planning and evaluating process set forth in the 1965 Annual Meeting statement "Program and People", is greatly enhanced.

Like most of our Annual Meetings in recent years, the one held last June was the "best one ever". The address of Archbishop Pocock symbolized to many of us the growing spirit of co-operation between the Roman Catholic Church and the YMCA. As a result of this address, and the many conversations both preceding and following it, a National Council Committee was formed and is meeting with a similar committee of laymen from the Catholic Church. There are many local manifestations of this new spirit of co-operation.

Our relationship with the Canadian Council of Churches has also undergone some changes recently. Instead of being an affiliated member we now have a fraternal relationship to the Council. It has been helpful to the YMCA as it seeks to become less parochial in its mission to the total community.

However, it is not enough for us to be satisfied with the more comfortable climate that has come our way. We have received many comments to the effect that now it is more important than ever for the YMCA to develop a value system that will be true to our unique purpose and function and yet give us growing relevance in the changing secular city where we serve humanity. As we prepare for our National Convention in 1968, let us hope that adequate thought is given to our purpose and role in a changing world.

Another expanding field of YMCA relationships has been with the various levels of government. By and large this has been a wholesome and productive relationship. At points where the objectives of the "Y" coincide with those of public enterprise it is good that they should co-operate. We look forward to an enlargement of these areas of co-operation, always assuming that we will take care to maintain the private, voluntary, autonomous and essentially Christian nature of the YMCA.

These are days of great growth and progress in the YMCA. Membership, facilities, budgets, and most of the elements by which we measure ourselves quantitatively are nearly all showing new "highs" each year. It is curious, therefore, and rather unfortunate that another growing aspect of the YMCA across Canada is the growing size of the accumulated financial deficits of so many of the Associations. With embarrassment we must also admit that the National Council itself contributed a good sized deficit to the total in 1966. Unless this trend is reversed, we will become so pre-occupied with problems of survival, that the expanding role of a human serving movement will be relegated to second place.

Our new Field Services program finally got into high gear in 1966. Statistically — 280 days were spent in 92 Associations with involvement in 23 other events — mostly inter-Associational or National Council events. Attention was paid to 12 non-Y communities interested in starting YMCAs or YMCA-YWCAs.

The Extension work that was given to Field Services in the re-organization plan has worked well. A great deal more time could be devoted to it because several smaller Canadian cities feel they could support a 'Y' now. However, a staff paper presented to the President's Committee last fall suggested that the future of the YMCA in Canada and therefore its major priority must be within the larger and fast growing metropolitan areas.

Association self-appraisals and evaluation processes have gone on during the year with improving results in many Associations. However, there seems to be a great need to improve the participation of our member Associations in National Council affairs. The decisions of the National Council Annual Meeting are not given enough consideration in the Associations. This seems to be the fault of the National Council. The set-up for and follow-up from our meetings is such that not enough assistance is given to Associations in preparing for and implementing Annual Meeting decisions. Fortunately the work of our regional Vice-Presidents is becoming much more significant in this area and one is encouraged to think that with their help great improvements are already being made.

Financial matters are still a major pre-occupation of many of our Associations. Such matters monopolize a large portion of the time of our Board and Committee meetings across the country and tie up a major portion of staff time. Let's not overlook the fact, however, that the Ys across Canada are in a stronger position in terms of their facilities than they have ever been in history; that since the end of the war they have raised over $60,000,000 and their capital equipment is worth over seven times as much as it was in 1947. Campaigns announced at the end of the year totalled $6,900,000 in objectives for 1967. We are in a splendid position to move forward.

LES VIPOND

PROGRAM SERVICES

Our program staff was finally complete in the Fall of 1966 and expectations are high for new leadership in the Program field. It is starting to jell very well. A new Committee is hard at work and the program staff is sorting out its priorities. Leadership is already apparent in the field of our lay/staff conferences, Hi-Y, lay leadership training and out-of-school high school aged youth. Gradually the team work and communications methods will be worked out between Program Services and Field Services which will greatly enhance the work of the 'Y'.

There is also need for improving the collaboration between World Service and Program Services and this has been pointed up in the reports received from the Program Services Secretaries.

During 1966 the Lanark County project was a responsibility of Program Services for which we provided staff time. This is now an autonomous operation that is continuing to bring, enrichment to life in that County. An evaluation of what was done through the community development processes operating in this project, and how the YMCA can best deploy its resources in this project, yet remains to be analyzed. Negotiations are being conducted for sponsorship or a research project on this matter. We have learned a great deal from Lanark; the YMCA because of it, is in the forefront of Canadian organizations in the community development field — it may be that we can learn more yet which will be of more value in the wider perspective of Association work.

Several projects in the field of Physical Fitness and Physical Education should also be mentioned. During the first half of the year Don McGregor was on our staff under the grant made to us by the Physical Fitness Directorate. This project in adult fitness was a most rewarding one, the cost was $25,000 and came to us from the Federal Government, and many Associations were served. Clinics, testing seminars, TV and radio presentations comprised a fine adjunct to the regular Physical Education services of National Council and helped materially to raise fitness standards across Canada. During 1966 thirteen separate projects were completed involving 12 YMCAs and 3 YMCA-YWCAs, and assistance was provided for several training projects in the YMCA. The YWCA and the family fitness camp held in August at Geneva Park were also part of this project.

Assistance in fitness programs was also provided. This involved 100 cottagers in August (both men and women) and included fitness testing, calisthenics, circuit training, endurance, running and swimming. The entire program was followed up with movies, discussions and personal counselling on matters of health and fitness.

Assistance came also for the National Hi-Y Assembly which was held at Geneva Park in the late summer under the sponsorship of our Program Service Division. The Hi-Y Assembly received a travel grant of $2,000.00 from the Canadian Centennial Commission which helped make it possible.

Stavanger, Norway, in July saw 800 young people from all over the world gathered in a World Youth Conference. Forty-six of them were Canadians as well as four staff members under the leadership of Peter Cuff of the Red Deer YMCA. Our representatives were well selected and were truly excellent ambassadors of Canada. Following the conference they divided into two groups for travel through Europe. The theme of the conference was "I want to be free" and the topics for discussion followed that theme in a series of infinitives "to belong", "to learn", "to work", and "to serve". Our own Rev. Wilbur Howard conducted the Bible Study for the conference. Wes McVicar carried the staff responsibility and our special thanks are due to Ernie Teager and Laurie Borne who took on extra responsibilities that made the whole thing possible.

A new swimming manual was produced in 1966 and by the year's end 3,000 copies had already been sold. Leaders Training Corps were held in July, two weeks each for boys and girls. 123 boys from 36 Y's in seven Provinces attended the one and 47 girls from 20 Y's in eight Provinces attended the other. Generous travel grants for this project were also provided by Directorate of Fitness and Amateur Sport. Forty-seven volunteer leaders also attended the Skill School at Geneva Park held under the same sponsorship.

Our Leaders Corps work across the country showed important gains in 1966, but the results in gymnastics and elementary swimming did not come up to the high level shown in 1965.

In November the Program Services initiated relations with the Central Commission for grants of up to $20,000.00 for 1967. This money will facilitate creative Centennial programs in the Canadian YMCA.

FINANCIAL STATEMENT

Condensed Balance Sheet as at December 31, 1966 with comparative figures for 1965

OPERATING FUND

ASSETS

	1966	*1965*
Cash	$ 28,979	$ 13,228
Investments, at cost (Quoted market value 1966—$12,225. 1965—$12,487)	15,000	15,000
Accounts Receivable	41,702	16,467
Prepaid Expense	4,884	5,487
	$ 90,565	$ 50,182

LIABILITIES AND FUNDS

	1966	*1965*
Accounts Payable and Accrued	$ 24,839	$ 3,807
Funds held for Allied Groups	79,020	34,960
Deferred Income	1,408	2,930
	105,267	41,697
Deficit	(14,702)	8,485
	$ 90,565	$ 50,182

CAPITAL, ENDOWMENT, YOUTH AND TRUST FUNDS

Cash	$ 29,495	$ 110,592
Investments, at cost (Quoted market value 1966—$1,047,295. 1965—$915,913)	1,018,665	868,306
Accounts Receivable—Campaign Pledges	346,299	586,025
—Student Loans	5,997	5,451
Accounts Receivable Other	30,605	12,300
	$1,431,061	$1,582,674
Land, Buildings and Equipment, at cost		
National Office	465,046	463,841
Geneva Park	2,093,834	1,626,633
	$2,558,880	$2,090,474
Less Allowance for Replacement	144,000	91,000
	2,414,880	1,999,474
	$3,845,941	$3,582,148
Total Assets	$3,936,506	$3,632,330

Banker's Advance re Geneva Park	$ 332,597	$ 41,964
Accounts Payable	18,098	142,992
Capital Fund	2,432,858	2,338,990
Youth Fund	584,579	589,973
Endowment Funds (Canadian)	427,530	226,787
Endowment Funds (Held in U.S.)	.....	186,293
Trust Funds	50,279	55,149
	$3,845,941	$3,582,148
Total Liabilities and Funds	$3,936,506	$3,632,330

Note—For comparative purposes the 1965 figures for the Centennial Fund have been incorporated in the Capital Fund.

The following assets, owned by the Executive Committee of The National Council of Young Men's Christian Associations of Canada(an Ontario corporation), have been held since acquisition for the exclusive benefit of the National Council of Young Men's Christian Associations of Canada (a Canadian corporation): (a) Land and Buildings—National Office, 2160 Yonge Street, Toronto; Geneva Park, Orillia, with exception of the Johnstone property, title to which is in process of being transferred from the National Council to the Executive Committee of the National Council; (b) Investments—$75,000. Province of Ontario 5¼% bonds, due April 15, 1984. Accordingly, since acquisition, these assets and the income and expenses related thereto have been recorded in the accounts of The National Council of Young Men's Christian Associations of Canada and, as in prior years, are included in these statements.

FINANCIAL STATEMENT

STATEMENT OF INCOME AND EXPENDITURE AND DEFICIT

For the Year Ended December 31, 1966

INCOME	1966	1965
Associations allocations	$207,083	$188,844
Non-association solicitation	2,607	3,098
Investment income including endowment	21,577	21,312
Special donations	----	1,360
Rental income	13,236	13,853
Sale of supplies	2,802	3,569
Refunds—staff service	12,141	9,803
railway companies	3,269	5,724
world service	20,379	20,121
Service charge—3½%	12,305	7,493
Geneva Park operations	(8,586)	4,733
	$286,813	$279,910
EXPENDITURE		
Salaries and wages	$169,702	$151,856
Retirement and group insurance	12,472	10,299
Departmental expenses	34,988	35,892
General office	24,439	16,369
Building operation	21,987	17,853
Provision for replacement	13,000	13,000
Appropriations	23,838	22,490
Allocations not recovered	----	1,615
World Service	4,436	3,607
Youth Group subsidy to Geneva Park	5,138	----
	$310,000	$272,981
EXCESS OF INCOME OR (EXPENDITURE)	(23,187)	6,929
Working capital at beginning of year	8,485	1,556
DEFICIT AT END OF YEAR	$(14,702)	$ 8,485

SUMMARY OF GENEVA PARK OPERATIONS

For the Year Ended December 31, 1966

	1966	1965
Income	$257,291	$246,449
Expenditure	265,877	241,716
Excess of Income or (Expenditure)	$ (8,586)	$ 4,733

Including provision for replacement of $30,000 in 1965 and $40,000 in 1966.

YOUTH FUND STATEMENT OF NET EXPENDITURE

For the Year Ended December 31, 1966

Projects:		
Personnel—scholarships	$ 11,870	
—training	4,670	
—recruiting	4,361	$ 20,901
Extension		1,512
Lanark County		6,752
Other		1,098
Vancouver YMCA		2,263
		$ 32,526
Less—Pledges received	$ 150	
—Interest and dividends	26,982	27,132
Net Expenditure for year		$ 5,394

STATEMENT OF CENTENNIAL FUND

From commencement of the Fund to December 31st, 1966

Subscriptions received		$601,335
Interest		5,362
Pledges receivable	$288,043	
Deduct Pledges written off	200	287,843
		$894,540
Less: Campaign and Preliminary Expenses	$ 4,497	
Bank Interest and Exchange	13,553	18,050
Centennial Fund balance transferred to the Capital Fund at December 31, 1966		$876,490
Centennial Fund balance consists of:		
Geneva Lodge		$409,257
Centennial Centre		287,436
Other buildings and grounds		216,539
		$913,232
Deduct—Bank Loan and Overdraft	$318,841	
Less Pledges Receivable	288,043	
	$ 30,798	
Miscellaneous Accounts Payable	5,944	36,742
		$876,490

To The Members,
The National Council of Young Men's Christian Associations of Canada.

We have examined the accompanying financial statements of The National Council of Young Men's Christian Associations of Canada for the year ended December 31, 1966 comprising the balance sheet as at that date and the statements of income and expenditure and deficit, and the schedule of funds for the year then ended. Our examination included a general review of the accounting procedures and such tests of accounting records and other supporting evidence as we considered necessary in the circumstances.

With the explanation set out in the Note to the financial statements, in our opinion the aforementioned statements present fairly the financial position of the National Council as at December 31, 1966 and the results of its operations for the year then ended, in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

March 13, 1967.

RIDDELL, STEAD, GRAHAM & HUTCHISON,
Chartered Accountants

PERSONNEL

Another aspect of our work where, in spite of sensational and energetic efforts, our progress was only slight, was the field of Personnel. In a nutshell, we lost 90 and replaced them with 93. A very small gain after herculean labours on the part of our Personnel staff and committee. Fifty-eight of those who left us were YMCA secretaries and they went into education, government service and business. Twenty-seven of them had been with us for five or more years. In December, 1966, the median secretary on our staff across the country was 32 years of age with four years of experience. Half are younger, half were older — but this seems to be a fairly inexperienced group to carry the responsibilities of a Movement the size of ours. The median salary was $7,000.

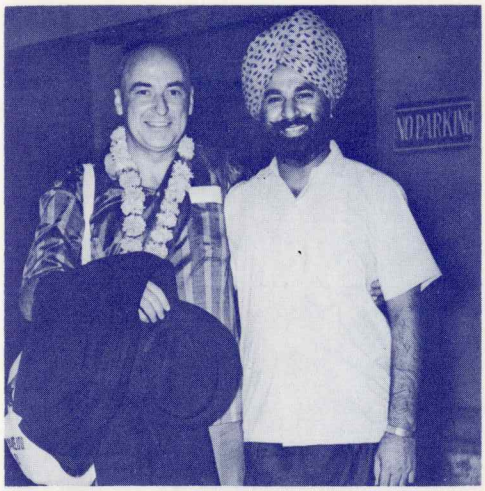
Most 'Y' Secretaries enter the work right after college and many of them have spent some years of preparation with their eye on the YMCA profession. Other organizations, such as the various government agencies, seem to hire staff who have demonstrated their competency in some other field of work before they are hired; and still other fields, such as education, give seniority salary credit for YMCA experience. There is probably nothing we can do to change this, for one thing it seems unlikely, except in exceptional cases that we can outbid government, education or business for the services of competent people. And many times we are proud of the contribution that YMCA trained men are making to the welfare of this country in other fields of service. Nevertheless, a median experience for four years is not enough. This is much worse than it was. In the early fifties it was 9½ years and this was not considered high.

Therefore, we must bend every effort to make working in the YMCA an exciting challenge that will retain good people in our service for a longer period of years. This means better salaries, better supervision, more training opportunities, better job descriptions, but above all an increasing dynamic in the progress of our Association toward the achievement of more significant ends. It also means a more careful selection of those who are chosen to occupy YMCA Secretarial positions. It must be admitted that many of those who left our service in the past year or so have been asked to leave. Their talents in some cases were simply not those that could make an effective contribution. Sometimes these mistakes could be prevented if we took more care in making appointments.

Following extensive testing with laymen and staff, a revised record system was instituted in August on a trial basis for the coming year. This new system will update personnel data on all staff every three years, provide information about their training needs, and obtain performance observations completed by six raters. Personnel staff have spent a major bloc of time communicating this data to each Secretary in the test group, (85 long tenure Secretaries), working out an individualized training program with each person, leading to a system of staff supervision and appraisal based on the achievement of mutually accepted performance targets. This process will be evaluated at the end of the year's trial, by a Work Group of the Personnel Committee headed by W. C. Naylor.

A new suggested personnel policy, a revised study of salary ranges, were some of the other projects that kept the Personnel Services Committee and staff busy during the year. Contained in the "Program and People" document is a consideration of the competencies that the YMCA Secretary should possess. These have been prominent in the thinking of the Personnel Service Committee during the past year and this has been reflected in the nature of the training experiences that have been provided. These included human relations training projects of various kinds and management workshops which have included follow-ups with interviews and appraisals of progress of those who took part. Summer School and certain regional and local training programs have also been arranged and sponsored by our training department. Some 271 staff members took part in these projects which is about 63% of our staff. One hundred and two of them participated in national training events, 25 in regional events, 128 in local and 16 in training programs outside the Canadian YMCA.

The Financial Aid Program provided by the Canadian YMCA Youth Fund for students preparing for YMCA careers continues to serve a very useful purpose. It helped 21 undergraduates and 3 career men during the year, and in addition 19 other students were helped through other means such as the Y's Men's Clubs, the Y Wives, the General Secretaries' Fund, etc.



WORLD SERVICE

Nineteen hundred and sixty-six was a year of planning a major shift in the scope and method of the World Service enterprise from the point of view of the Canadian YMCA. A "new arrangement" was being negotiated concerning the way in which the Canadian YMCA would function with regard to the International Committee, and a "new approach" to the method of more direct participation of Canadian Associations with specific overseas projects was being developed. Meanwhile, new highs were reached in World Service givings although they fell short of the goals which had been accepted. Over $193,000 was given to World Service ongoing work plus another $2,113.00 for Buildings for Brotherhood and $9,000.00 for the Nazareth project. In addition a few Canadian donations were made to the Endowment Fund of the World Alliance. Canada also paid its fair share of the World Alliance regular budget, which came to $15,000.

In addition to the Fraternal Secretaries sent out by Canada (and their names are well known — J. C. Ready in Nigeria, J. Smythe in Ethiopia (he has now returned), D. G. Diamantides in Greece, M. E. Faulkner in Thailand, D. T. Marks in Venezuela and G. S. Ramsay in Jamaica), there are many other Canadians working on our behalf in overseas YMCA settings — approximately 20 of them. Last summer four served in the Middle East, seven in Jamaica, and one in Japan. Other young men are serving one-year terms in the Middle East, in Greece and in Guyana. Two others are working in Japan for an indefinite period and CUSO has helped us out in sending two to Guyana and Nigeria and one to India.

It also works the other way — five young men from the Caribbean area took skill training in Physical Education at Geneva Park last summer financed by the Canadian Association for Physical and Health Education, and the General Secretary of the Georgetown, Guyana, YMCA is on a work study project with the Ottawa 'Y'.

Various seminars on World Service were held in Canada in 1966, including one in Brandon in November attended by 3 representatives from Jamaica. The Hamilton YMCA held an "Overseas Opportunities Seminar" which attracted large numbers. A seminar for overseas students was held at Geneva Park under the sponsorship of the External Aid Department. A study is being conducted in the Caribbean Area by Carmen Lusan on the feasibility of YMCA-YWCA cooperation in projects there. We enjoyed visits in Canadian Associations from 19 people from 15 countries during the year.

A round the world tour was conducted again and the United Nations Seminar was held at the United Nations in New York in November.

GENEVA PARK

The completion of our Centennial Project was the outstanding achievement of the year. We give much credit in reaching this objective to W. Harold Rea for his personal zeal and encouragement in seeing this job done well and in time for the Centennial Dedication at the Annual Meeting in June. The main part of this project was the spacious Centennial Centre and the new Geneva Lodge with sleeping accommodation. The planting of a forest of trees, each dedicated to one of the member Associations of National Council, received a great deal of publicity across the country.

Another objective achieved was the completion of a study culminating in a statement on the philosophy of family camping at the Park. We have already begun to implement the findings of this study.

During 1966 there were 26 YMCA-sponsored events held at the Park — a new high. In addition, 72 other conference groups attended events at the Park. Six thousand one hundred and forty-five different people attended conferences at the Park and stayed for 21,114 days — a slight drop under the previous year. More people are taking their vacation at Geneva Park now — 440 of them were in Board and Room accommodation (up a third over the previous year) and 537 in cottages — down a sixth from the previous year because we eliminated seven cottages in the new building program. All in all people spent 32,290 days at Geneva Park last year (down over 6,000 from the year before) and our kitchen prepared and served over 87,000 meals. The last part of the year showed a dramatic increase over the first half, which suffered from the feverish activities of the construction program. The forecast for 1967 is good!

	1964	1965	1966
Total Y sponsored Events	20	25	26
Other Conference Groups Total	38	53	72
Total Conference Attendance	3,357	4,074	6,145
Total Conference Guests, Room and Board Guests, Cottagers	4,303	5,053	7,122
Total Meals Served	76,423	85,744	87,128

PUBLIC RELATIONS

The National Council Bulletin which goes to a mailing list of 11,000 names; the 2160 weekly publication; the Annual Report of National Council; the press coverage of the Annual Meeting; various display items; TV and radio materials and the promotion of YMCA Week are all routine assignments to our Public Relations Department.

A seminar was held at Geneva Park in the Fall for the professional P.R. people on YMCA staffs from all over North America. As a part of the program for this event appraisals were conducted in a number of YMCAs in Southern Ontario. We have much to learn about how to make a good impression on the public.

TRANSPORTATION

Last year saw the closing out of our last Associations on the trans-continental C.P.R. lines when Schreiber and Chapleau YMCAs closed. This marked the end of an era that extended back into the 1870's and which had made a great contribution. But railroading, like many other industries, has undergone many changes and the service of these types of YMCAs was no longer relevant. This leaves us with six Railway Associations — all on the C.N.R. — with only two of them having a community service function — those at Capreol and Hornepayne. These six are provisional Associations responsible to National Council which H. S. Sneyd supervises.

RELATIONSHIPS

We have an excellent and active committee giving attention to the YMCA's relationships with other national and international bodies. And many of these relationships merely involve keeping in touch with developments by digesting the necessary literature. Others, notably the YWCA and the Canadian Council of Churches involved large blocs of time. It is through this committee that the joint YMCA-YWCA Committee reports to the National Council. This committee also holds what they call "open meetings" from time to time to which large numbers of interested persons are invited to talk about specific topics. Two of the most interesting ones were held last year and dealt with the Company of Young Canadians and the Ferment on the University Campus.

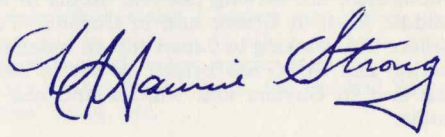
FINANCIAL ADMINISTRATION

The bad news concerning the 1966 deficit has been well promulgated. This was caused by a loss on the Geneva Park operation, several extraordinary expenditures in connection with the Annual Meeting and the implementation of the next steps of our reorganization plan. The first two causes won't repeat themselves in 1967, but the third will and we will incur other, but smaller, deficits in 1967 unless there is an unprecedented advance toward the full application of the 3½% formula. We did make an advance in 1966 (for the first time in several years) and moved from 77% to 79% of the formula basis of support.

PRESIDENT'S REPORT (Continued)

enough to sit back and wait to be asked about the role we want to play; it is important that we try to understand these new agencies and help them to understand us and the ways in which our respective objectives can be mutually supporting. And we should not be unwilling to vacate areas which the YMCA has traditionally emphasized but which are now being adequately serviced by others. The greatest opportunities and responsibilities for the YMCA today lie in those areas which help individuals develop a greater sense of individual identity and purpose in an increasingly complex, crowded and institutionalized society — a sense of worth in human and social terms, even when they are deprived of a sense of usefulness in economic terms. We must expand the avenues through which individuals can serve each other and their community on a voluntary basis. Young people must feel that the YMCA is truly their organization and that they have in the fullest sense a real participation not only in its programs and activities but in the highest levels of its leadership. They must be able to find in the YMCA methods of confronting their problems and working out their own solutions.

The YMCA is the practical, working expression of a great ideal. Through it we have a God-given opportunity to give new and exciting dimensions to the quality of life in our community, our nation, and indeed our world.



NATIONAL COUNCIL

of YOUNG MEN'S CHRISTIAN ASSOCIATIONS of CANADA

2160 YONGE STREET, TORONTO 7, ONTARIO · TELEPHONE 485-9447 · CABLE "ASSOCIATION"

The Young Men's Christian Association is a world-wide fellowship united by a common loyalty to Jesus Christ for the purpose of building Christian personality and a Christian society.

in Canada the YMCAs and YMCA-YWCAs join to form a National Council.

- to foster a cohesive National Canadian Movement and a sense of belonging to a world-wide Christian fellowship.
- to assist and coordinate the work of Canadian Ys in the fulfillment of the purposes of the YMCA
- to cooperate with other national and international agencies with purposes consistent with the YMCA.

Members are invited to visit the National Offices at 2160 Yonge Street, Toronto and the new Canadian YMCA conference and training centre at Geneva Park on Lake Couchiching, near Orillia, Ontario.

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Kitimat YMCA	H. R. McKone
New Westminster YMCA-YWCA,	P. Bergman
Prince George YMCA-YWCA,	
Vancouver YMCA	J. Roberts
Metropolitan,	W. C. Wakely
Central	Dr. W. Joiner
Alma	T. H. O'Brien
Broadway	Rev. A. Dobson
Cambie,	R. J. Allinson
Richmond,	L. E. Armstrong
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West Vancouver,	D. O. Carmichael
Victoria YMCA-YWCA,	S. J. Cunliffe

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Regional Vice-Pres.,	J. A. Love, Calgary
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North,	W. H. Herriott
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Medicine Hat YMCA-YWCA,	T. Koke
Red Deer and District YMCA,	R. Shannon

SASKATCHEWAN

Regional Vice-Pres.,	F. E. Reid, Regina
Moose Jaw YMCA-YWCA	Dr. J. Zaparinok
Regina YMCA	C. M. Willoughby
Saskatoon YMCA,	K. C. Priest
Weyburn YMCA-YWCA,	Mrs. K. C. Bossenberry

MANITOBA & N.W. ONTARIO

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Fort William YMCA	R. E. Buckley
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Winnipeg YMCA,	
Metropolitan,	G. B. McCrea
Central,	G. Eisener
Elmwood-Kildonan,	
Family Branch YMCA,	F. DeGraff
North Winnipeg,	F. Tesarski
St. James Family,	J. Bellingham
St. Vital,	E. G. Gobeil

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Regional Vice-Pres.,	W. M. Hogg, Sault Ste. Marie
Capreol RR YMCA,	B. Binder
Hornepayne RR YMCA,	W. C. Collins
North Bay YMCA,	B. Moynan
Sault Ste. Marie YMCA,	W. Hogg
Sudbury YMCA	J. M. Holloway

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Regional Vice-Pres.,	D. D. C. McGeachy
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Ingersoll YMCA,	Dr. J. Lawson
London YMCA-YWCA,	Mrs. C. R. Partridge
Bob Hayward Branch, YMCA-YWCA,	Rev. J. E. G. Houghton
St. Thomas YMCA,	C. S. Lare
Sarnia YMCA-YWCA,	Mrs. L. A. McLeod
Stratford YMCA-YWCA,	Mrs. A. M. Bell
Windsor YMCA-YWCA,	D. Jeannette
Woodstock YMCA,	H. R. Dorman

SOUTHERN ONTARIO

Regional Vice-Pres.,	J. G. Sheppard, Hamilton
Brantford YMCA-YWCA,	Miss M. J. Mintern
Burlington Family YMCA,	J. P. Morton
Fort Erie Community YMCA,	J. Collingridge
Galt & District YMCA,	R. A. Burnes
Guelph YMCA-YWCA,	Mrs. T. O. Graham
Hamilton	
Metropolitan &	P. F. Connell
Downtown YMCA,	J. D. Muir
Mt. Hamilton YMCA-YWCA,	Miss M. Lawrence
Kitchener-Waterloo YMCA,	D. Roberts
Greater Niagara Falls YMCA	F. Leslie
Owen Sound YMCA-YWCA,	F. Steinacher
St. Catharines YMCA,	J. R. Hammond
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Welland Area YMCA-YWCA,	Dr. J. Dubois

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Georgetown YMCA-YWCA,	Mrs. H. VanSickler
Oakville YMCA-YWCA,	G. D. Schroeder
Streetsville,	Rev. P. Field
Toronto,	
Metropolitan YMCA,	Hon. D. Fleming, P.C., Q.C.
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Eastview	F. Livingstone
Etobicoke,	H. C. Steels
Lakeshore,	
North Toronto	D. E. L. Macdonald
North York,	V. Doyle
Scarborough,	J. E. Gawley
West End,	C. A. Culley
Westwood,	H. Koehle
Toronto Yard RR,	J. R. Thompson
Whitby,	Dr. J. Davies

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Belleville YMCA,	W. A. Holway
Brockville YMCA-YWCA,	M. Darroch
Cobourg YMCA-YWCA,	J. Robertson
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Metropolitan	T. D. Lewis
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Central Station RR,	H. F. Murray
Montreal Yard RR YWCA,	R. Pasteris
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Moncton Family YMCA,	C. O. Crawford
Moncton Yard RR YMCA,	J. W. Druhan
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Amherst, N.S. YMCA,	R. A. Blandford
Charlottetown, P.E.I. YMCA,	Dr. F. Jelks
Summerside, P.E.I. YMCA,	R. Boates
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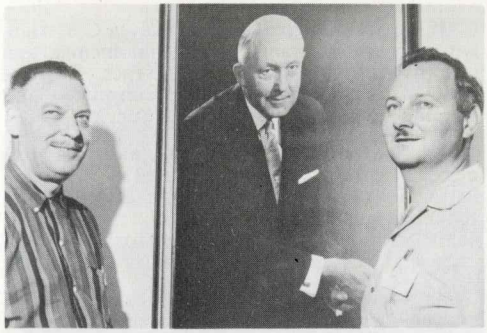
St. John's, Nfld. YMCA,	E. H. J. Hiscock
Hamilton, Bermuda YMCA,	A. E. Wilkie



RECOGNITION of W. Harold Rea, by Maurice Strong, National YMCA President, and H. M. Forth, Chairman of Geneva Park Committee, took place at Annual Meeting with unveiling of portrait at the Centennial Centre, commemorating the successful completion of the National 'Y' Centennial project.

BERMUDA representatives received the charter of their new Association in Annual Meeting presentation by National YMCA President M. Strong to J. E. P. Stewart, with Rev. C. Butterfield, and Rev. Father Mancini. Other YMCAs to be chartered included Pictou County (N.S.), Amherst (N.S.), Prince George (B.C.), and Streetsville (Ont.).

CARIBBEAN 'Y' interests are discussed by K. E. Lawson, of National YMCA World Service Committee, and S. G. A. Robinson (Toronto Central YMCA President and participant in Jamaica,-Canadian 'Y' discussions), Gordon Cressy (North Toronto 'Y' volunteer in Trinidad for summer camping program), Frank Mohan (of Port-of-Spain, Trinidad, and Chairman of Federal Council of Caribbean YMCAs), and Roger Wilson (of Montreal YMCA soon to go to Mackenzie YMCA, Guyana).

STAN BLADY, Toronto West End YMCA Boys' Secretary winner of the S. J. Moore award for demonstrated leadership qualities, talks with Dr. Murray Ross, President of York University, speaker at the Annual Meeting Banquet, and a former West End 'Y' boys' secretary himself; and C. A. Culley, President of West End YMCA.

DR. FRED FRANKLIN, Secretary-General of World Alliance YMCAs, talks to three former Middle East 'Y' volunteers: Gordon Ball, Robert Fox, (Dr. Franklin), and Murray Cain (now Regina YMCA extension and camping secretary.

RELIGIOUS ADVISORY COUNCIL RESOLUTION

Be it resolved that this Annual Meeting of the National Council of YMCAs of Canada ask each Association to appoint a Religious Advisory Council including representatives of Protestants, Anglicans, Orthodox and Roman Catholics for the purpose of encouraging:

a) Better understanding between the members of the Christian Church in its membership;

AND

b) Consultation on matters of religious programming in the YMCA

AND THAT the appointment and roster of such Council be reported to the National Council before the next Annual Meeting.

Be it resolved that the National Council of YMCAs be authorized to appoint a National Religious Advisory Council to serve the same purpose nationally as those in member Associations.

It is recognized that many Associations include non-Christians in their membership and on their Boards and standing committees. This resolution should not restrict the participation of such persons in the membership or leadership of any Association — including service on a Religious Advisory Council.

MURRAY FAULKNER with his wife Joan, on furlough from his International Committee post in Thailand, spoke and gave a slide presentation at the World Service session of the Annual Meeting. Statement of the new approach of the Canadian YMCA to World Service by D. R. Annett, Chairman of the National World Service Committee preceded brief statements by Frank Mohan, Chairman of the Federal Council of Caribbean YMCAs, and Robert Fox, who returned two days earlier from a Middle East 'Y' volunteer assignment.

PRESIDENT'S PLAN FOR THE YEAR

In his final address to the Annual Meeting, the National "Y" President, Maurice Strong, noted that "we are indeed experiencing the pangs of change—and it is change in the most profound sense." He listed these priorities:

1. 1968 conference on our central purpose—"its meaning to us in the context of today's world in terms that are meaningful."

2. Development of lay leadership through a recasting of the Nominating Committee — to have the responsibility of development of the lay leadership resources of the National Council — "to assure that we are continuing to bring in people who are at the heart of the movement in the local Associations." Youth would be brought into the mainstream at all levels.

3. The process of lay-staff dialogue will be stepped up in the National Council.

4. New resolutions with regard to the new approach to World Service will be implemented.

5. New model personnel policy and salary scale both will be implemented.

6. Roman Catholics will be brought into 'full and uninhibited partnership" by means of a Religious Advisory Council in every Association.

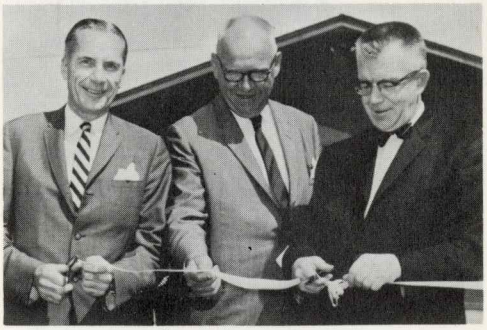
* * *

"We can't take our future for granted. Never has a greater future awaited us, but it will only come about through our devotion and our activity."

Y ACROSS CANADA

PRINCE EDWARD ISLAND's Premier Campbell and Mayor Key of Summerside, both active members in the Summerside Y's Men's club, hold the International flag set.

OAKVILLE YMCA-YWCAs sod turning. Hon. Ray Lawson, representing the supporting citizens, turns the sod to open construction of Oakville's proposed new YMCA-YWCA building. Sue Schafer, intermediate leader; Gordon Schroeder, president, representing the Board; and Ralph Young, representing the campaign workers, look on.



EXPO-Y ILE PERROT camp officially opened by Denton Lewis, President, Montreal YMCA; Art Seguin, M.L.A., Mayor of Pointe Claire; and Stuart G. Steele, Chairman, West Island YMCA Board of Management. The site, located on the south side of Ile Perrot, provides for tent and trailer accommodation for Expo 67 visitors.

WORLD SERVICE contribution is received by Les Vipond, National YMCA General Secretary, from Moncton YMCA's Lifesaver Campaign Chairman Margie Grant, with Mrs. Olive Smith (Moncton WS chairman), Linda Gibson (Hi-Y chaplain), R. L. Miller (Regional WS representative for N.B. and P.E.I.)

IN MEMORIAM

†

H. W. Kingerley

Retired YMCA Secretary

March 13, 1967

B. S. Greene

Retired YMCA Secretary

March 30, 1967

Note These Dates

JULY	2-15	National YMCA Boys' Physical Leaders Training, Geneva Park.
	9-15	So-Ed Youth Cultural Exchange, Otoreke, Montreal, P.Q.
	15-21	International Summer Institute Y M C A Transportation, Geneva Park.
	16-30	National YMCA Girls' Physical Leaders Training, Geneva Park.
	22-August 7	Pan-American Games, Winnipeg, Manitoba.
	29-August 5	Canadian Institute on Public Affairs, Geneva Park.
AUGUST	14-26	Sir George Williams University Summer School, Geneva Park.
	21-25	International Y's Men's Convention, Green Lake, Wis.
SEPTEMBER	2-9	National YMCA Physical Skill School, Geneva Park.
	22-24	International Committee YMCA Plenary, Toronto.

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